



# CITY OF GLENDALE HERO PAY ORDINANCE

## **\$5.00 PER HOUR HAZARD PAY**

This ordinance takes effect March 30, 2021 and remains in effect for 120 Days unless otherwise extended.

The Hero Pay Ordinance is an urgency ordinance that temporarily requires retail grocery and drug store employers to provide an additional \$5.00 per hour hazard pay to retail grocery and drug store employees as compensation for the hazards these employees face during the COVID-19 pandemic.

### **EMPLOYEES ENTITLED TO \$5.00 "HERO PAY"**

*Glendale Municipal Code 5.112.020*

As an employee, you may be entitled to Hero Pay if your employer meets the following criteria:

- Your employer is a Grocery Store, Drug Store, or large retailer that sells groceries and/or drug products
- Your employer is a publicly traded company or employs 300 or more people nationwide
- Your employer employs more than 10 employees at the store where you work
- The store where you work is located in the City of Glendale
- You are physically present at the store when you are performing work for you employer

**See Glendale Municipal Code 5.112 for specific information about covered employees & employers.**

### **CREDIT FOR EXISTING HAZARD PAY**

*Glendale Municipal Code 5.112.050*

If your employer already provides hazard pay for COVID-19 related reasons to employees, but the amount is less than \$5 per hour, your employer must pay the difference to ensure employees receive a total of \$5 per hour in order to comply with this Ordinance.

### **PAID LEAVE IN LIEU OF HAZARD PAY**

*Glendale Municipal Code 5.112.040*

An Employee may elect to receive paid leave in lieu of Hero Pay. An election to receive paid leave in lieu of Hero Pay must be made in a writing signed by the Employee. If the Employee elects to receive paid leave in lieu of Hero Pay, the Employer shall convert the Hero Pay into paid leave.

### **PAY STATEMENT INFORMATION**

*Glendale Municipal Code 5.112.060*

This Ordinance requires covered employers to include information about Hero Pay on the pay statement for covered employees, including:

- The hourly rate of Hero Pay (\$5 per hour) or voluntary hazard pay your employer is providing you
- The amount of Hero Pay, Paid Leave in lieu of Hero Pay, or voluntary hazard pay you earned;
- The number of hours you worked that entitled you to Hero Pay or voluntary hazard pay in the pay period

### **RETALIATORY ACTION PROHIBITED**

*Glendale Municipal Code 5.112.080*

No Employer may discharge, reduce in compensation, or otherwise discriminate against any Employee for exercising their rights to Hero Pay. Employees have the protected rights to file a complaint or inform any person about any party's alleged noncompliance; and the right to inform any person of potential rights under this Chapter and to assist in asserting such rights.

### **ENFORCEMENT**

*Glendale Municipal Code 5.112.110*

The City of Glendale is authorized to investigate complaints of alleged violations of Hero Pay Ordinance. Employees have a private right of action.

**Every Employer shall post this written notice in a conspicuous place at every Store located in the City where any Employee works to inform Employees of the Hero Pay Ordinance and of their rights under this Chapter.**